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MINORITY AND FEMALE PRESENCE REPORT - 1984

FOR

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

This report represents a continuing effort to present data pertaining to the composition of the University's workforce to the University community. The data contained in the report serves as a convenient source of information which can be utilized in discussing some of the employment characteristics unique to the University. While other employment statistical reports in this area are also prepared by University offices, this report presents the information in a brief manner which should facilitate its use.

This report does not differ substantially from reports prepared by other universities. While data of this nature is used in some instances as a planning tool, the primary purpose of this report is to review the relative success of the University's effort to increase the number of minority and female employees, particularly in faculty and administrative positions. The report for this academic term indicates varying degrees of success in some areas and indicates some other areas that should be closely scrutinized during the current recruitment period.

Notice of the goals that were set in July 1983 have been widely circulated and are listed in the Affirmative Action Plan and Report of the University of North Carolina at Chapel Hill July 1, 1983 as revised. Similar to the previous reports, this year's report is concerned with the current level of employment of minorities and females and the probable success of the University in reaching the referenced projections.

Prepared by the Affirmative Action Office at the University of North Carolina at Chapel Hill with the cooperation of the Chancellor's Office, Office of the Provost, Office of the Vice Chancellor for Health Affairs, Office of the Vice Chancellor for University Affairs and the Office of Institutional Research.

Without an aggressive recruitment effort, attaining the goals for Black faculty will be difficult to achieve. The Summary Report 1983 Doctorate Recipients From United States Universities prepared by the National Research Council lists a total of one thousand doctoral degrees in all fields awarded to Blacks during the 1982-1983 survey period. This number represents three percent (3%) of the total 31,190 doctoral degrees awarded during the survey period. Compounding the problem, a similar report for 1981-1982 states that of the total 31,048 doctoral degrees awarded, 1133 or 4% were awarded to Blacks. The data shows that for the two most recent survey periods, the percentage and total number of doctoral degrees being awarded to Blacks are declining.

The prospects for attaining the goals established for females are improving relative to their receipt of doctoral degrees. The Summary Report 1983 lists a total of 10,485 (34% of the 31,190) doctoral degrees awarded to females. While this figure represents only a two percentage point increase over the 1981-1982 survey period (32%), it represents a numerical increase of 410 (10,075 awarded to females in 1981-1982). This increase combined with active recruitment and retention plans may assure that the goals established for females will be achieved.

I. The Faculty

General Faculty - The number of Tenured and Tenure Track faculty decreased by thirty one (31) from September 30, 1983 to September 30, 1984. While this decrease is not large, it does represent a reduction in the total number of faculty in these categories. However, some of this reduction can be attributed to the inability of some departments to appoint individuals to available positions.

Academic Affairs experienced a net reduction of six (6) faculty members in the Tenure Track complement. The 1983 Report listed eight hundred and fifty four (854) in this category and this Report lists eight hundred and forty eight (848). (Appendix A)

Health Affairs experienced a net reduction of twenty-one (21) in this category. The 1983 Report listed eight hundred and twenty-six (826) Tenure Track complement faculty while this year's report lists eight hundred and five (805). (Appendix B)

Black Faculty - The current Tenure Track complement of Black faculty as of September 30, 1984 numbers fifty (50) which is approximately four percent (4%) of the total faculty. In addition, seven Black faculty are listed in the Lecturers or equivalent category. (Appendix C)

There has been some movement within ranks, with an increase of two (2) in the number of Black Full Professors and two (2) additional Black Associate Professors. However, the number of Black Assistant Professors decreased by five (5) if allowance is made for the two additional Blacks listed at the Associate Professor rank.

The total number of Black faculty has remained relatively constant during the past two reporting periods. However, to attain the goals established for 1986 will require the employment of thirty-three Black faculty in the Tenure Track complement. Fourteen (14) in Health Affairs to reach its goal of thirty-two (32) and nineteen (19) in Academic Affairs to reach its projected complement of fifty-one (51). (Appendices H and I)

Female Faculty - The growth in the number of female faculty members in the Tenure Track faculty complement increased by eight (8) during the current reporting period. The largest increase occurred in the Health Affairs area with the addition of seven (7) females. (Appendix B)

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Reviewing females within ranks, there was an increase of six (6) females in the Full Professor rank. However, there was a decrease of females in all other Tenure Track complement ranks. The decrease at the Associate Professor level may be attributed to promotion to Professor; however, the four additional females in the Professor rank cannot be attributed to promotion. The data indicates that they were initially employed at this rank. (Appendix C)

The decrease of females at the Assistant Professor rank is a problem area. The decrease by nine (9) in this rank cannot be attributed to promotion since the rank above, Associate Professor, also experienced a decrease.

The projected 1986 complement of three hundred and thirty-five (335) females requires employment of fifty-one (51) females in the Tenure Track complement. Academic Affairs needs to increase its female faculty by thirty-one (31) and Health Affairs eighteen (18) to meet their projections. (Appendices H and I)

Conclusion - The 1983 Report referred to the positive nature of the increase in minority and female faculty employment. This year's report notes the decrease in overall Black faculty and a slight increase in Female faculty employment which occurred during a period when there was a decrease in the number of total faculty.

Attention should continue to be focused on the Fixed Term Faculty category. The increase in the number of Blacks (1) and Females (2) represents fifty percent of the number of new faculty in this category. However, the casual assignment of Blacks and Females in this category has not assumed the proportion which is evident in other research universities.

Recommendations:

1. Develop a retention plan to ensure that the current faculty complement of minorities and females does not experience any major decrease. The development of a retention plan may be based on responses offered by faculty members in tendering their resignations.
2. Further development of some of the current recruitment activities that focus on recent doctoral recipients and particularly faculty in other universities who have indicated a willingness to relocate.
3. A program to assist spouses of potential faculty members locate employment when this is a stated condition of accepting an appointment.

These recommended activities are currently a part of the recruitment effort in many departments that have experienced recent growth. As employment opportunities increase in other departments, similar activities may also contribute to successful recruitment efforts.

II. EPA Non-Faculty

In Health Affairs females outnumber males and represented 51.5% of all employees in this category. This is the first report period that this has occurred and it came during a period when the total number of employees in this category decreased by one. The level of females in this category increased by seven (7) in Academic Affairs which represents a 0.2% increase to thirty-nine (39)

Employment of Blacks in this category increased from twenty-four (24) to twenty-seven (27). Continued efforts to acquaint Blacks with positions in this category may assist in increasing their numbers.

III. SPA Personnel

The decline in the total number of employees in this category that was reported in 1983, was reversed and an increase of 147 to 4536. Blacks continue to be concentrated in Service and Maintenance and Secretarial/Clerical. Females represent the largest number in this category except in the Executive/ Administrative, Skilled Crafts and Service and Maintenance.

IV. Students

For the third consecutive year there has been a slight decrease in the total number of students enrolled in the University, from 22,016 in 1982 and 21,757 in 1983 to 21,612 in 1984. Consistent with national trends in higher education, the total female student enrollment exceeded the total male student enrollment. Female students outnumbered male students at the undergraduate and graduate school levels. Once again male student enrollment exceeded female student enrollment by a substantial margin in the professional schools.

The University has experienced a decrease in the total enrollment of Black students, from 1,883 in 1983 to 1,792 in 1984. The total number of students in the "other" minority student category increased from 507 in 1983 to 531 in 1984.

Black students represent 9.6% of the total undergraduate student enrollment, a decrease from the 10% representation in 1983. While the Black student representation at the graduate school level continued to decline from 5.3% in 1983 to 4.9% in 1984, the Black student representation at the professional school level increased from 7.9% in 1983 to 8.4% in 1984.

The tables "Summary of Changes in Headcount Enrollment, Fall 1970 - Fall 1976 and Fall 1977 - Fall 1984" provide a long range perspective on changes in the composition of the student body. From Fall 1970 to Fall 1984

there was an increase in total headcount enrollment from 18,130 to 21,612. Female students numbered 5,975 and constituted 33.0% of the student enrollment in 1970. By 1984 females numbered 12,087 representing 55.9% of the enrolled students. Correspondingly, male student enrollment decreased from 12,155 (67.0%) in 1970 to 9,525 (44.1%) in 1984.

Following the 1970 - 1984 tables on headcount enrollments is a table (Appendix L) on Black student admissions and enrollments in the freshman classes for the years 1980 through 1984. It shows, among other things, that the total number of applicants increased steadily until the year 1984 when we experienced a substantial drop in the total number of Black applicants, from 1020 in 1983 to 766 in 1984. Notwithstanding the decline in total applications, Black students will represent 10.09% of the entering freshman class.

The student report presents a mixed picture - female representation is high at the undergraduate and graduate school levels, yet the representation of females remains low in the professional schools and Black student enrollment is down at the undergraduate and graduate school levels and up slightly in the professional school. Continued efforts are needed to increase female and minority students presence in these areas.

APPENDICES

A - Academic Affairs Tenure Track Faculty Complement 1976, 1983 and 1984

B - Health Affairs Tenure Track Faculty Complement 1976, 1983 and 1984

C - Summary of Changes In Black and Female Faculty by Rank, Fall 1975-Fall 1984

D - Academic Affairs Fixed Term Faculty Complement
September 30, 1984

E - Health Affairs Fixed Term Faculty Complement
September 30, 1984

F - Academic Affairs EPA Non-Faculty Complement
September 30, 1984

G - Health Affairs EPA Non-Faculty Complement
September 30, 1984

H - Academic Affairs Projected Tenure Track Faculty Complement
December 31, 1986

I - Health Affairs Projected Tenure Track Faculty Complement
December 31, 1986

J - Summary of Changes in University Employment
September 30, 1983 - September 30, 1984

K - SPA Personnel

L - Student Data

ACADEMIC AFFAIRS

TENURE TRACK FACULTY COMPLEMENT
SEPTEMBER 30, 1976

ARTS & SCIENCES:		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	%	81.6	12.3	1.5	3.1	1.5	0	84.6	15.4
	(#)	(53)	(8)	(1)	(2)	(1)	(0)	(55)	(10)
Humanities	%	78.5	15.4	1.8	0.6	3.1	0.6	83.4	16.6
	(#)	(128)	(25)	(3)	(1)	(5)	(1)	(136)	(27)
Natural Sciences	%	89.1	7.2	1.4	0.9	1.4	0	91.9	8.1
	(#)	(198)	(16)	(3)	(2)	(3)	(0)	(204)	(18)
Social Sciences	%	85.8	10.4	1.0	1.4	1.4	0	88.2	11.8
	(#)	(181)	(22)	(2)	(3)	(3)	(0)	(186)	(25)
BUSINESS ADMINISTRATION	%	98.2	1.8	0	0	0	0	98.2	1.8
	(#)	(55)	(1)	(0)	(0)	(0)	(0)	(55)	(1)
EDUCATION	%	80.4	15.6	2.0	2.0	0	0	82.4	17.6
	(#)	(41)	(8)	(1)	(1)	(0)	(0)	(42)	(9)
LAW & INSTITUTE OF GOVERNMENT	%	86.4	11.9	1.7	0	0	0	88.1	11.9
	(#)	(51)	(7)	(1)	(0)	(0)	(0)	(52)	(7)
OTHER SCHOOLS *	%	69.0	23.8	2.4	4.8	0	0	71.4	28.6
	(#)	(29)	(10)	(1)	(2)	(0)	(0)	(30)	(12)
TOTAL for ACADEMIC AFFAIRS	%	84.7	11.1	1.4	1.3	1.4	0.1	87.5	12.5
	(#)	(736)	(97)	(12)	(11)	(12)	(1)	(760)	(109)

TENURE TRACK FACULTY COMPLEMENT
SEPTEMBER 30, 1983

ARTS & SCIENCES:		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	%	82.8	13.8	1.7	0	1.7	0	86.2	13.8
	(#)	(48)	(8)	(1)	(0)	(1)	(0)	(50)	(8)
Humanities	%	75.8	14.6	2.5	1.3	3.8	1.9	82.2	17.8
	(#)	(119)	(23)	(4)	(2)	(6)	(3)	(129)	(28)
Natural Sciences	%	86.2	7.3	0.9	1.4	4.1	0	91.3	8.7
	(#)	(188)	(16)	(2)	(3)	(9)	(0)	(199)	(19)
Social Sciences	%	80.3	12.4	3.1	2.6	1.6	0	85.0	15.0
	(#)	(155)	(24)	(6)	(5)	(3)	(0)	(164)	(29)
BUSINESS ADMINISTRATION	%	85.9	9.9	2.8	0	1.4	0	90.1	9.9
	(#)	(61)	(7)	(2)	(0)	(1)	(0)	(64)	(7)
EDUCATION	%	76.6	17.0	4.3	2.1	0	0	80.9	19.1
	(#)	(36)	(8)	(2)	(1)	(0)	(0)	(38)	(9)
LAW & INSTITUTE OF GOVERNMENT	%	79.4	17.5	3.2	0	0	0	82.5	17.5
	(#)	(50)	(11)	(2)	(0)	(0)	(0)	(52)	(11)
OTHER SCHOOLS *	%	61.7	27.7	4.3	6.4	0	0	66.0	34.0
	(#)	(29)	(13)	(2)	(3)	(0)	(0)	(31)	(16)
TOTAL for ACADEMIC AFFAIRS	%	80.3	12.9	2.5	1.6	2.3	0.4	85.1	14.9
	(#)	(686)	(110)	(21)	(14)	(20)	(3)	(727)	(127)

TENURE TRACK FACULTY COMPLEMENT
SEPTEMBER 30, 1984

ARTS & SCIENCES:		White M	White F	Black M	Black F	Other M	Other F	Total M	Total F
Fine Arts	%	81.0	15.5	1.7	0	1.7	0	84.5	15.5
	(#)	(47)	(9)	(1)	(0)	(1)	(0)	(49)	(9)
Humanities	%	76.6	14.6	2.5	1.3	3.2	1.9	82.3	17.7
	(#)	(121)	(23)	(4)	(2)	(5)	(3)	(130)	(28)
Natural Sciences	%	85.6	8.3	0.9	0.9	4.2	0	90.7	9.3
	(#)	(185)	(18)	(2)	(2)	(9)	(0)	(196)	(20)
Social Sciences	%	80.9	12.1	3.0	3.0	1.0	0	84.9	15.0
	(#)	(161)	(24)	(6)	(6)	(2)	(0)	(169)	(30)
BUSINESS ADMINISTRATION	%	87.5	10.9	1.6	0	0	0	89.1	10.9
	(#)	(56)	(7)	(1)	(0)	(0)	(0)	(57)	(7)
EDUCATION	%	78.3	17.4	4.3	0	0	0	82.6	17.4
	(#)	(36)	(8)	(2)	(0)	(0)	(0)	(38)	(8)
LAW & INSTITUTE OF GOVERNMENT	%	77.8	19.0	3.2	0	0	0	81.0	19.0
	(#)	(49)	(12)	(2)	(0)	(0)	(0)	(51)	(12)
OTHER SCHOOLS *	%	63.6	27.3	4.5	4.5	0	0	68.2	31.8
	(#)	(28)	(12)	(2)	(2)	(0)	(0)	(30)	(14)
TOTAL for ACADEMIC AFFAIRS	%	80.5	13.3	2.4	1.4	2.0	0.4	84.9	15.1
	(#)	(683)	(113)	(20)	(12)	(17)	(3)	(720)	(128)

* (Journalism, Library Science, Social Work)

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

APPENDIX - A

HEALTH AFFAIRS

TENURE TRACK FACULTY COMPLEMENT * SEPTEMBER 30, 1976

		White		Black		Other		Total	
		M	F	M	F	M	F	M	F
DENTISTRY	%	85.2	12.0	1.9	0	0.9	0	88.0	12.0
	(#)	(92)	(13)	(2)	(0)	(1)	(0)	(95)	(13)
MEDICINE	%	82.2	12.5	1.1	0.2	3.6	0.4	86.9	13.1
	(#)	(370)	(56)	(5)	(1)	(16)	(2)	(391)	(59)
NURSING	%	0	94.8	0	5.2	0	0	0	100.0
	(#)	(0)	(55)	(0)	(3)	(0)	(0)	(0)	(58)
PHARMACY	%	83.9	12.9	0	0	3.2	0	87.1	12.9
	(#)	(26)	(4)	(0)	(0)	(1)	(0)	(27)	(4)
PUBLIC HEALTH	%	73.2	21.0	5.0	0.8	0	0	78.2	21.8
	(#)	(87)	(25)	(6)	(1)	(0)	(0)	(93)	(26)
HEALTH AFFAIRS OTHER UNITS	%	72.2	22.2	2.8	0	0	2.8	75.0	25.0
	(#)	(26)	(8)	(1)	(0)	(0)	(1)	(27)	(9)
TOTAL for HEALTH AFFAIRS	%	74.9	20.1	1.8	0.6	2.2	0.4	78.9	21.1
	(#)	(601)	(161)	(14)	(5)	(18)	(3)	(633)	(169)

TENURE TRACK FACULTY COMPLEMENT SEPTEMBER 30, 1983

	White		Black		Other		Total	
	M	F	M	F	M	F	M	F
DENTISTRY	83.3	15.7	0	0	1.0	0	84.3	15.7
	(85)	(16)	(0)	(0)	(1)	(0)	(86)	(16)
MEDICINE	82.6	11.4	1.7	0.2	3.7	0.4	88.0	12.0
	(442)	(61)	(9)	(1)	(20)	(2)	(471)	(64)
NURSING	0	95.6	0	4.4	0	0	0	100.0
	(0)	(43)	(0)	(2)	(0)	(0)	(0)	(45)
PHARMACY	84.9	9.1	0	0	6.1	0	90.0	9.1
	(28)	(3)	(0)	(0)	(2)	(0)	(30)	(3)
PUBLIC HEALTH	73.1	17.6	4.6	0.9	2.8	0.9	80.6	19.4
	(79)	(19)	(5)	(1)	(3)	(1)	(87)	(21)
HEALTH AFFAIRS OTHER UNITS	100.0	0	0	0	0	0	100.0	0
	(3)	(0)	(0)	(0)	(0)	(0)	(3)	(0)
TOTAL for HEALTH AFFAIRS	77.1	17.2	1.7	0.5	3.2	0.4	82.0	18.0
	(637)	(142)	(14)	(4)	(26)	(3)	(677)	(149)

TENURE TRACK FACULTY COMPLEMENT SEPTEMBER 30, 1984

	White		Black		Other		Total	
	M	F	M	F	M	F	M	F
DENTISTRY	81.8	17.2	0	0	1.0	0	82.8	17.2
	(81)	(17)	(0)	(0)	(1)	(0)	(82)	(17)
MEDICINE	81.1	12.6	1.8	0.2	3.7	0.6	86.6	13.4
	(417)	(65)	(9)	(1)	(19)	(3)	(445)	(69)
NURSING	0	95.7	0	4.3	0	0	0	100.0
	(0)	(45)	(0)	(2)	(0)	(0)	(0)	(47)
PHARMACY	82.9	8.6	2.9	0	5.7	0	91.4	8.6
	(29)	(3)	(1)	(0)	(2)	(0)	(32)	(3)
PUBLIC HEALTH	74.8	16.8	3.7	0.9	2.8	0.9	81.3	18.7
	(80)	(18)	(4)	(1)	(3)	(1)	(87)	(20)
HEALTH AFFAIRS OTHER UNITS	100.0	0	0	0	0	0	100.0	0
	(3)	(0)	(0)	(0)	(0)	(0)	(3)	(0)
TOTAL for HEALTH AFFAIRS	75.8	18.4	1.7	0.5	3.1	0.5	80.6	19.4
	(610)	(148)	(14)	(4)	(25)	(4)	(649)	(156)

* Complement includes positions for which funds from federal and other sources are now available, but have not been in all instances approved for the future.

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

APPENDIX - B

SUMMARY OF CHANGES
IN BLACK AND FEMALE FACULTY BY RANK,
FALL 1975-FALL 1984*

Black Faculty

	9/30/75	9/30/76	9/30/77	9/30/78	9/30/79	9/30/80	9/30/81	9/30/82	9/30/83	9/30/84
Professor	4	4	4	4	4	7	6	7	11	13
Associate Professor	6	8	8	9	12	18	18	18	17	19
Assistant Professor	20	21	22	22	23	18	19	19	23	16
Instructor	7	9	2	5	5	1	0	0	2	2
Lecturer or Equivalent	4	5	8	10	13	13	11	7	6	7
TOTAL	41	47	44	50	57	57	54	51	59	57

Female Faculty

	9/30/75	9/30/76	9/30/77	9/30/78	9/30/79	9/30/80	9/30/81	9/30/82	9/30/83	9/30/84
Professor	26	28	32	34	35	37	38	41	45	51
Associate Professor	65	70	77	76	85	93	95	104	102	100
Assistant Professor	139	133	127	124	115	114	105	110	114	123
Instructor	55	47	30	40	29	22	22	12	15	10
Lecturer or Equivalent	28	23	70	93	93	101	102	95	100	95
TOTAL	313	301	336	367	357	367	362	362	376	379

*NOTE: The data for 1975 did not include Lecturer Equivalents. From 1976 onwards Lecturer Equivalents are included.

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

APPENDIX - C

ACADEMIC AFFAIRS

ARTS & SCIENCES:		FIXED-TERM FACULTY COMPLEMENT SEPTEMBER 30, 1976								FIXED-TERM FACULTY COMPLEMENT SEPTEMBER 30, 1983								FIXED-TERM FACULTY COMPLEMENT SEPTEMBER 30, 1984							
		White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Fine Arts	%	60.0	40.0	0	0	0	0	60.0	40.0	75.0	25.0	0	0	0	0	75.0	25.0	100.0	0	0	0	0	0	100.0	0
	(#)	(3)	(2)	(0)	(0)	(0)	(0)	(3)	(2)	(3)	(1)	(0)	(0)	(0)	(0)	(3)	(1)	(3)	(0)	(0)	(0)	(0)	(0)	(3)	(0)
Humanities	%	100.0	0	0	0	0	0	100.0	0	66.7	22.2	0	0	0	11.1	66.7	33.3	56.3	37.5	0	0	0	6.3	56.3	43.8
	(#)	(2)	(0)	(0)	(0)	(0)	(0)	(2)	(0)	(6)	(2)	(0)	(0)	(0)	(1)	(6)	(3)	(9)	(6)	(0)	(0)	(0)	(1)	(9)	(7)
Natural Sciences	%	75.0	25.0	0	0	0	0	75.0	25.0	72.2	16.7	0	0	11.1	0	83.3	16.7	75.0	15.0	0	0	10.0	0	85.0	15.0
	(#)	(3)	(1)	(0)	(0)	(0)	(0)	(3)	(1)	(13)	(3)	(0)	(0)	(2)	(0)	(15)	(3)	(15)	(3)	(0)	(0)	(2)	(0)	(17)	(3)
Social Sciences	%	0	100.0	0	0	0	0	0	100.0	42.9	42.9	0	14.3	0	0	42.9	57.1	57.1	28.6	0	14.3	0	0	57.1	42.9
	(#)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(1)	(3)	(3)	(0)	(1)	(0)	(0)	(3)	(4)	(4)	(2)	(0)	(1)	(0)	(0)	(4)	(3)
BUSINESS ADMINISTRATION	%	100.0	0	0	0	0	0	100.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	(#)	(2)	(0)	(0)	(0)	(0)	(0)	(2)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
EDUCATION	%	0	50.0	50.0	0	0	0	50.0	50.0	33.3	66.7	0	0	0	0	33.3	66.7	33.3	50.0	0	16.7	0	0	33.3	66.7
	(#)	(0)	(1)	(1)	(0)	(0)	(0)	(1)	(1)	(2)	(4)	(0)	(0)	(0)	(0)	(2)	(4)	(2)	(3)	(0)	(1)	(0)	(0)	(2)	(4)
LAW & INSTITUTE OF GOVERNMENT	%	100.0	0	0	0	0	0	100.0	0	80.0	20.0	0	0	0	0	80.0	20.0	80.0	20.0	0	0	0	0	80.0	20.0
	(#)	(2)	(0)	(0)	(0)	(0)	(0)	(2)	(0)	(4)	(1)	(0)	(0)	(0)	(0)	(4)	(1)	(4)	(1)	(0)	(0)	(0)	(0)	(4)	(1)
OTHER SCHOOLS *	%	39.1	52.2	0	8.7	0	0	39.1	60.9	71.4	21.4	7.1	0	0	0	78.6	21.4	66.7	25.0	8.3	0	0	0	75.0	25.0
	(#)	(9)	(12)	(0)	(2)	(0)	(0)	(9)	(14)	(10)	(3)	(1)	(0)	(0)	(0)	(11)	(3)	(8)	(3)	(1)	(0)	(0)	(0)	(9)	(3)
TOTAL for ACADEMIC AFFAIRS	%	51.2	41.4	2.5	4.9	0	0	53.7	46.3	65.1	27.0	1.6	1.6	3.2	1.6	69.8	30.2	65.2	26.1	1.4	2.9	2.9	1.4	69.6	30.4
	(#)	(21)	(17)	(1)	(2)	(0)	(0)	(22)	(19)	(41)	(17)	(1)	(1)	(2)	(1)	(44)	(19)	(45)	(18)	(1)	(2)	(2)	(1)	(48)	(21)

* (Journalism, Library Science, Social Work)

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

APPENDIX - D

HEALTH AFFAIRS

		FIXED-TERM FACULTY COMPLEMENT * SEPTEMBER 30, 1976								FIXED-TERM FACULTY COMPLEMENT SEPTEMBER 30, 1983								FIXED-TERM FACULTY COMPLEMENT SEPTEMBER 30, 1984							
		White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
DENTISTRY	%	28.6	71.4	0	0	0	0	28.6	71.4	27.8	72.2	0	0	0	0	27.8	72.2	41.2	52.9	0	0	5.9	0	47.1	52.9
	(#)	(2)	(5)	(0)	(0)	(0)	(0)	(2)	(5)	(5)	(13)	(0)	(0)	(0)	(0)	(5)	(13)	(7)	(9)	(0)	(0)	(1)	(0)	(8)	(9)
MEDICINE	%	76.7	16.7	0	3.3	3.3	0	80.0	20.0	51.1	37.8	1.1	1.1	5.6	3.3	57.8	42.2	52.1	38.3	1.1	1.1	4.3	3.2	57.4	42.6
	(#)	(23)	(5)	(0)	(1)	(1)	(0)	(24)	(6)	(46)	(34)	(1)	(1)	(5)	(3)	(52)	(38)	(49)	(36)	(1)	(1)	(4)	(3)	(54)	(40)
NURSING	%	14.3	85.7	0	0	0	0	14.3	85.7	5.9	94.1	0	0	0	0	5.9	94.1	0	100.0	0	0	0	0	0	100.0
	(#)	(1)	(6)	(0)	(0)	(0)	(0)	(1)	(6)	(1)	(16)	(0)	(0)	(0)	(0)	(1)	(16)	(0)	(12)	(0)	(0)	(0)	(0)	(0)	(12)
PHARMACY	%	50.0	50.0	0	0	0	0	50.0	50.0	53.8	38.5	0	7.7	0	0	53.8	46.2	44.4	55.6	0	0	0	0	44.4	55.6
	(#)	(4)	(4)	(0)	(0)	(0)	(0)	(4)	(4)	(7)	(5)	(0)	(1)	(0)	(0)	(7)	(6)	(4)	(5)	(0)	(0)	(0)	(0)	(4)	(5)
PUBLIC HEALTH	%	70.0	25.0	5.0	0	0	0	75.0	25.0	66.7	21.2	3.0	0	6.1	3.0	75.8	24.2	66.7	23.3	3.3	3.3	3.3	0	73.3	26.7
	(#)	(14)	(5)	(1)	(0)	(0)	(0)	(15)	(5)	(22)	(7)	(1)	(0)	(2)	(1)	(25)	(8)	(20)	(7)	(1)	(1)	(1)	(0)	(22)	(8)
HEALTH AFFAIRS OTHER UNITS	%	83.3	16.7	0	0	0	0	83.3	16.7	100.0	0	0	0	0	0	100.0	0	100.0	0	0	0	0	0	100.0	0
	(#)	(5)	(1)	(0)	(0)	(0)	(0)	(5)	(1)	(3)	(0)	(0)	(0)	(0)	(0)	(3)	(0)	(2)	(0)	(0)	(0)	(0)	(0)	(2)	(0)
TOTAL for HEALTH AFFAIRS	%	62.8	33.3	1.3	1.3	1.3	0	65.4	34.6	48.3	43.1	1.1	1.1	4.0	2.3	53.4	46.6	50.0	42.1	1.2	1.2	3.7	1.8	54.9	45.1
	(#)	(49)	(26)	(1)	(1)	(1)	(0)	(51)	(27)	(84)	(75)	(2)	(2)	(7)	(4)	(93)	(81)	(82)	(69)	(2)	(2)	(6)	(3)	(90)	(74)

* Complement includes positions for which funds from federal and other sources are now available, but have not been in all instances approved for the future.

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

ACADEMIC AFFAIRS

ARTS & SCIENCES:		EPA NON-FACULTY COMPLEMENT SEPTEMBER 30, 1976								EPA NON-FACULTY COMPLEMENT SEPTEMBER 30, 1983								EPA NON-FACULTY COMPLEMENT SEPTEMBER 30, 1984							
		White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Fine Arts	%	50.0	50.0	0	0	0	0	50.0	50.0	50.0	50.0	0	0	0	0	50.0	50.0	50.0	50.0	0	0	0	0	50.0	50.0
	(#)	(2)	(2)	(0)	(0)	(0)	(0)	(2)	(2)	(1)	(1)	(0)	(0)	(0)	(0)	(1)	(1)	(1)	(1)	(0)	(0)	(0)	(0)	(1)	(1)
Humanities	%	40.3	51.6	0	4.9	1.6	1.6	41.9	58.1	39.5	53.9	1.3	2.6	2.6	0	43.4	56.6	42.3	50.7	1.4	2.8	2.8	0	46.5	53.5
	(#)	(25)	(32)	(0)	(3)	(1)	(1)	(26)	(36)	(30)	(41)	(1)	(2)	(2)	(0)	(33)	(43)	(30)	(36)	(1)	(2)	(2)	(0)	(33)	(38)
Natural Sciences	%	78.4	13.5	0	2.7	5.4	0	83.8	16.2	70.4	20.4	0	1.9	5.6	1.9	75.9	24.1	69.6	19.6	0	1.8	7.1	1.8	76.8	23.2
	(#)	(29)	(5)	(0)	(1)	(2)	(0)	(31)	(6)	(38)	(11)	(0)	(1)	(3)	(1)	(41)	(13)	(39)	(11)	(0)	(1)	(4)	(1)	(43)	(13)
Social Sciences	%	58.4	25.0	0	8.3	8.3	0	66.7	33.3	70.0	30.0	0	0	0	0	70.0	30.0	66.7	25.0	0	8.3	0	0	66.7	33.3
	(#)	(7)	(3)	(0)	(1)	(1)	(0)	(8)	(4)	(7)	(3)	(0)	(0)	(0)	(0)	(7)	(3)	(8)	(3)	(0)	(1)	(0)	(0)	(8)	(4)
BUSINESS ADMINISTRATION	%	50.0	50.0	0	0	0	0	50.0	50.0	80.0	20.0	0	0	0	0	80.0	20.0	57.1	42.9	0	0	0	0	57.1	42.9
	(#)	(1)	(1)	(0)	(0)	(0)	(0)	(1)	(1)	(4)	(1)	(0)	(0)	(0)	(0)	(4)	(1)	(4)	(3)	(0)	(0)	(0)	(0)	(4)	(3)
EDUCATION	%	0	50.0	0	50.0	0	0	0	100.0	0	50.0	50.0	0	0	0	50.0	50.0	0	0	100.0	0	0	0	100.0	0
	(#)	(0)	(1)	(0)	(1)	(0)	(0)	(0)	(2)	(0)	(1)	(1)	(0)	(0)	(0)	(1)	(1)	(0)	(0)	(1)	(0)	(0)	(0)	(1)	(0)
LAW & INSTITUTE OF GOVERNMENT	%	0	100.0	0	0	0	0	0	100.0	12.5	62.5	0	12.5	12.5	0	25.0	75.0	36.4	54.5	0	9.1	0	0	36.4	63.6
	(#)	(0)	(5)	(0)	(0)	(0)	(0)	(0)	(5)	(1)	(5)	(0)	(1)	(1)	(0)	(2)	(6)	(4)	(6)	(0)	(1)	(0)	(0)	(4)	(7)
OTHER SCHOOLS *	%	100.0	0	0	0	0	0	100.0	0	28.6	42.9	0	28.6	0	0	28.6	71.4	38.5	53.8	0	7.7	0	0	38.5	61.5
	(#)	(2)	(0)	(0)	(0)	(0)	(0)	(2)	(0)	(2)	(3)	(0)	(2)	(0)	(0)	(2)	(5)	(5)	(7)	(0)	(1)	(0)	(0)	(5)	(8)
OTHER UNITS	%	67.5	25.3	4.2	2.4	0	0.6	71.7	28.3	61.4	31.0	4.3	3.3	0	0	65.7	34.3	59.0	32.3	5.1	3.7	0	0	64.1	35.9
	(#)	(112)	(42)	(7)	(4)	(0)	(1)	(119)	(47)	(129)	(65)	(9)	(7)	(0)	(0)	(138)	(72)	(128)	(70)	(11)	(8)	(0)	(0)	(139)	(78)
TOTAL for ACADEMIC AFFAIRS	%	60.9	31.2	2.4	3.4	1.4	0.7	64.7	35.3	56.7	35.0	2.9	3.5	1.6	0.3	61.2	38.8	56.2	35.1	3.3	3.6	1.5	0.3	61.0	39.0
	(#)	(178)	(91)	(7)	(10)	(4)	(2)	(189)	(103)	(212)	(131)	(11)	(13)	(6)	(1)	(229)	(145)	(219)	(137)	(13)	(14)	(6)	(1)	(238)	(152)

* (Journalism, Library Science, Social Work)

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

HEALTH AFFAIRS

		EPA NON-FACULTY COMPLEMENT* SEPTEMBER 30, 1976								EPA NON-FACULTY COMPLEMENT SEPTEMBER 30, 1983								EPA NON-FACULTY COMPLEMENT SEPTEMBER 30, 1984							
		White		Black		Other		Total		White		Black		Other		Total		White		Black		Other		Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
DENTISTRY	%	25.0	25.0	25.0	0	25.0	0	75.0	25.0	60.0	20.0	0	0	20.0	0	80.0	20.0	50.0	33.3	0	0	16.7	0	66.7	33.3
	(#)	(1)	(1)	(1)	(0)	(1)	(0)	(3)	(1)	(3)	(1)	(0)	(0)	(1)	(0)	(4)	(1)	(3)	(2)	(0)	(0)	(1)	(0)	(4)	(2)
MEDICINE	%	49.2	34.3	4.5	0	6.0	6.0	59.7	40.3	48.6	37.1	1.9	1.0	8.6	2.9	59.0	41.0	49.5	37.1	1.9	0	5.7	5.7	57.1	42.9
	(#)	(33)	(23)	(3)	(0)	(4)	(4)	(40)	(27)	(51)	(39)	(2)	(1)	(9)	(3)	(62)	(43)	(52)	(39)	(2)	(0)	(6)	(6)	(60)	(45)
NURSING	%	0	100.0	0	0	0	0	0	100.0	100.0	0	0	0	0	0	100.0	0	100.0	0	0	0	0	0	100.0	0
	(#)	(0)	(2)	(0)	(0)	(0)	(0)	(0)	(2)	(1)	(0)	(0)	(0)	(0)	(0)	(1)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	(1)	(0)
PHARMACY	%	100.0	0	0	0	0	0	100.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	(#)	(2)	(0)	(0)	(0)	(0)	(0)	(2)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
PUBLIC HEALTH	%	54.5	31.8	6.8	4.6	2.3	0	63.6	36.4	47.5	35.0	7.5	2.5	5.0	2.5	60.0	40.0	38.9	44.4	5.6	2.8	5.6	2.8	50.0	50.0
	(#)	(24)	(14)	(3)	(2)	(1)	(0)	(28)	(16)	(19)	(14)	(3)	(1)	(2)	(1)	(24)	(16)	(14)	(16)	(2)	(1)	(2)	(1)	(18)	(18)
HEALTH AFFAIRS OTHER UNITS	%	46.0	44.0	0	6.0	0	4.0	46.0	54.0	32.1	55.4	0	8.9	0	3.6	32.1	67.9	27.6	62.1	0	6.9	1.7	1.7	29.3	70.7
	(#)	(23)	(22)	(0)	(3)	(0)	(2)	(23)	(27)	(18)	(31)	(0)	(5)	(0)	(2)	(18)	(38)	(16)	(36)	(0)	(4)	(1)	(1)	(17)	(41)
TOTAL for HEALTH AFFAIRS	%	49.1	36.7	4.1	2.9	3.6	3.6	56.8	43.2	44.4	41.1	2.4	3.4	5.8	2.9	52.7	47.3	41.7	45.1	1.9	2.4	4.9	3.9	48.5	51.5
	(#)	(83)	(62)	(7)	(5)	(6)	(6)	(96)	(73)	(92)	(85)	(5)	(7)	(12)	(3)	(109)	(98)	(86)	(93)	(4)	(5)	(10)	(8)	(100)	(106)

* Complement includes positions for which funds from federal and other sources are now available, but have not been in all instances approved for the future.

SOURCE: Office of Institutional Research - University of North Carolina at Chapel Hill

ACADEMIC AFFAIRS

PROJECTED ENDING TENURE-TRACK FACULTY COMPLEMENT
December 31, 1986

White		Black		Other		Total	
M	F	M	F	M	F	M	F
74.6 (44)	18.6 (11)	5.1 (3)	0 (0)	1.7 (1)	0 (0)	81.4 (48)	18.6 (11)
71.7 (114)	18.2 (29)	2.5 (4)	1.3 (2)	4.4 (7)	1.9 (3)	78.6 (125)	21.4 (34)
84.4 (195)	9.5 (22)	1.7 (4)	1.3 (3)	3.0 (7)	0 (0)	89.2 (206)	10.8 (25)
76.9 (163)	14.6 (31)	3.3 (7)	4.2 (9)	0.9 (2)	0 (0)	81.1 (172)	18.9 (40)
88.7 (63)	7.0 (5)	2.8 (2)	0 (0)	1.4 (1)	0 (0)	93.0 (66)	7.0 (5)
72.2 (39)	16.7 (9)	5.6 (3)	5.6 (3)	0 (0)	0 (0)	77.8 (42)	22.2 (12)
73.1 (49)	20.9 (14)	4.5 (3)	1.5 (1)	0 (0)	0 (0)	77.6 (52)	22.4 (15)
53.1 (26)	32.7 (16)	8.2 (4)	6.1 (3)	0 (0)	0 (0)	61.2 (30)	38.8 (19)
76.8 (693)	15.2 (137)	3.3 (30)	2.3 (21)	2.0 (18)	0.3 (3)	82.2 (741)	17.8 (161)

SOURCE: AFFIRMATIVE ACTION PLAN and REPORT, July 1, 1983

APPENDIX - H

HEALTH AFFAIRS

PROJECTED ENDING TENURE-TRACK FACULTY COMPLEMENT
December 31, 1986

White		Black		Other		Total	
M	F	M	F	M	F	M	F
82.9 (87)	13.3 (14)	1.9 (2)	1.0 (1)	1.0 (1)	0 (0)	85.7 (90)	14.3 (15)
80.8 (468)	13.1 (76)	2.1 (12)	0.3 (2)	3.5 (20)	0.2 (1)	86.4 (500)	13.6 (79)
0 (0)	89.6 (43)	0 (0)	10.4 (5)	0 (0)	0 (0)	0 (0)	100.0 (48)
80.6 (29)	11.1 (4)	2.8 (1)	0 (0)	5.6 (2)	0 (0)	88.9 (32)	11.1 (4)
70.4 (88)	18.4 (23)	4.8 (6)	2.4 (3)	2.4 (3)	1.6 (2)	77.6 (97)	22.4 (28)
0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
75.3 (672)	17.9 (160)	2.4 (21)	1.2 (11)	2.9 (26)	0.3 (3)	80.5 (719)	19.5 (174)

SOURCE: AFFIRMATIVE ACTION PLAN and REPORT, July 1, 1983

APPENDIX - I

SUMMARY OF CHANGES IN UNIVERSITY EMPLOYMENT SEPTEMBER 30, 1983 - SEPTEMBER 30, 1984

	Complement on September 30, 1983		Complement on September 30, 1984	
	No.	%*	No.	%*
FACULTY				
By Race				
White	1,792	93.5	1,768	93.7
Black	59	3.1	57	3.0
Other	66	3.4	61	3.2
TOTAL	1,917	100.0	1,886	99.9
By Sex				
Male	1,541	80.4	1,507	79.9
Female	376	19.6	379	20.1
TOTAL	1,917	100.0	1,886	100.0
EPA NON-FACULTY				
By Race				
White	520	89.5	535	89.8
Black	36	6.2	36	6.0
Other	25	4.3	25	4.2
TOTAL	581	100.0	596	100.0
By Sex				
Male	338	58.2	338	56.7
Female	243	41.8	258	43.3
TOTAL	581	100.0	596	100.0
SPA EMPLOYEES				
By Race				
White	3,105	70.7	3,208	70.7
Black	1,225	27.9	1,267	27.9
Other	59	1.3	61	1.3
TOTAL	4,389	99.9	4,536	99.9
By Sex				
Male	1,511	34.4	1,560	34.4
Female	2,878	65.6	2,976	65.6
TOTAL	4,389	100.0	4,536	100.0
ALL EMPLOYEES				
By Race				
White	5,417	78.7	5,511	78.5
Black	1,320	19.2	1,360	19.4
Other	150	2.2	147	2.1
TOTAL	6,887	100.1	7,018	100.0
By Sex				
Male	3,390	49.2	3,405	48.5
Female	3,497	50.8	3,613	51.5
TOTAL	6,887	100.0	7,018	100.0

*Throughout this report percentages may not add to 100 because of rounding.

SOURCE: Personnel Department and Office of Institutional Research

APPENDIX - J

SPA Personnel

EOC Code	Federal Occupation Category	SPA Utilization Analysis September 30, 1983				SPA Utilization Analysis September 30, 1984				Actual New Hires September 30, 1984				Projected New Hire Goals* September 30, 1984			
		Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total
1	Executive, Administrative and Managerial	W	93	81	174	W	92	88	180	W	7	3	10	W	5	4	9
		B	6	4	10	B	6	5	11	B	0	0	0	B	2	1	3
		O	0	1	1	O	1	1	2	O	0	0	0	O	0	0	0
3	Professional Non-Faculty	W	170	226	396	W	177	248	425	W	28	57	85	W	25	34	59
		B	9	21	30	B	10	22	32	B	2	3	5	B	4	6	10
		O	6	8	14	O	6	11	17	O	3	5	8	O	0	0	0
4	Clerical and Secretarial	W	115	1411	1526	W	114	1417	1531	W	33	353	386	W	22	293	315
		B	53	284	337	B	62	309	371	B	7	96	103	B	4	50	54
		O	1	13	14	O	1	13	14	O	0	6	6	O	0	5	5
5	Technical and Paraprofessional	W	222	365	587	W	241	381	622	W	87	129	216	W	60	90	150
		B	36	70	106	B	35	73	108	B	5	12	17	B	7	8	15
		O	9	16	25	O	9	14	23	O	4	3	7	O	3	6	9
6	Skilled Crafts	W	249	12	261	W	273	12	285	W	60	1	61	W	21	3	24
		B	70	5	75	B	67	3	70	B	5	0	5	B	6	1	7
		O	0	0	0	O	1	0	1	O	0	0	0	O	0	0	0
7	Service and Maintenance	W	121	40	161	W	122	43	165	W	36	11	47	W	35	10	45
		B	347	320	667	B	339	336	675	B	136	85	221	B	87	33	120
		O	4	1	5	O	4	0	4	O	1	0	1	O	0	0	0
	Totals	W	970	2135	3105	W	1019	2189	3208	W	251	554	805	W	168	434	602
		B	521	704	1225	B	519	748	1267	B	155	196	351	B	110	99	209
		O	20	39	59	O	22	39	61	O	8	14	22	O	3	11	14
	Total		1511	2878	4389		1560	2976	4536		414	764	1178		281	544	825

*Goals were established based upon projected new hire opportunities and work force availability rather than upon revision of SPA population. Experience has shown that population change projections by race, sex and Federal Occupation Category are not reasonably predictable. This is due to terminations, abolishment of positions, creation of new positions, initial classification of positions which were EPA and other factors.

SOURCE: Personnel Department - University of North Carolina at Chapel Hill

SUMMARY OF CHANGES IN HEADCOUNT ENROLLMENT

Fall 1970 - Fall 1976

	Enrollment Fall 1970		Enrollment Fall 1971		Enrollment Fall 1972		Enrollment Fall 1973		Enrollment Fall 1974		Enrollment Fall 1975		Enrollment Fall 1976	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
UNDERGRADUATES														
By Race														
White	11,992	97.4	12,725	96.3	12,395	94.7	12,675	94.1	12,787	92.9	13,039	92.4	12,930	92.8
Black	274	2.2	449	3.4	611	4.7	695	5.2	853	6.2	916	6.5	845	6.1
Other	49	0.4	42	0.3	79	0.6	98	0.7	119	0.9	160	1.1	152	1.1
Total	12,315	100.0*	13,216	100.0	13,085	100.0	13,468	100.0	13,759	100.0	14,115	100.0	13,936	100.0
By Sex														
Male	8,216	66.7	8,429	63.8	8,030	61.4	7,881	58.5	7,647	55.6	7,514	53.2	7,027	50.4
Female	4,099	33.3	4,787	36.2	5,055	38.6	5,587	41.5	6,112	44.4	6,601	46.8	6,909	49.6
Total	12,315	100.0	13,216	100.0	13,085	100.0	13,468	100.0	13,759	100.0	14,115	100.0	13,936	100.0
GRADUATE STUDENTS														
By Race														
White	4,443	96.6	4,377	95.7	4,468	94.9	4,175	93.5	4,385	92.7	4,463	91.1	4,405	91.6
Black	121	2.6	161	3.5	183	3.9	222	5.0	251	5.3	319	6.5	285	5.9
Other	38	0.8	35	0.8	57	1.2	68	1.5	95	2.0	119	2.4	122	2.5
Total	4,602	100.0	4,573	100.0	4,708	100.0	4,465	100.0	4,731	100.0	4,901	100.0	4,812	100.0
By Sex														
Male	2,787	60.6	2,713	59.3	2,639	56.1	2,548	57.1	2,596	54.9	2,646	54.0	2,500	52.0
Female	1,815	39.4	1,860	40.7	2,069	43.9	1,917	42.9	2,135	45.1	2,255	46.0	2,312	48.0
Total	4,602	100.0	4,573	100.0	4,708	100.0	4,465	100.0	4,731	100.0	4,901	100.0	4,812	100.0
PROFESSIONAL**														
By Race														
White	1,184	97.6	1,344	98.0	1,377	96.2	1,384	94.6	1,354	92.6	1,364	89.7	1,371	88.7
Black	25	2.1	27	2.0	50	3.5	68	4.6	94	6.4	128	8.4	142	9.2
Other	4	0.3	0	0	4	0.3	11	0.8	14	1.0	28	1.9	32	2.1
Total	1,213	100.0	1,371	100.0	1,431	100.0	1,463	100.0	1,462	100.0	1,520	100.0	1,545	100.0
By Sex														
Male	1,152	95.0	1,264	92.2	1,277	89.2	1,256	85.9	1,212	82.9	1,225	80.6	1,209	78.3
Female	61	5.0	107	7.8	154	10.8	207	14.1	250	17.1	295	19.4	336	21.7
Total	1,213	100.0	1,371	100.0	1,431	100.0	1,463	100.0	1,462	100.0	1,520	100.0	1,545	100.0
ALL STUDENTS														
By Race														
White	17,619	97.2	18,446	96.3	18,240	94.9	18,234	94.0	18,526	92.9	18,866	91.9	18,706	92.2
Black	420	2.3	637	3.3	844	4.4	985	5.1	1,198	6.0	1,363	6.6	1,281	6.3
Other	91	0.5	77	0.4	140	0.7	177	0.9	228	1.1	307	1.5	306	1.5
Total	18,130	100.0	19,160	100.0	19,224	100.0	19,396	100.0	19,952	100.0	20,536	100.0	20,293	100.0
By Sex														
Male	12,155	67.0	12,406	64.7	11,946	62.1	11,685	60.2	11,455	57.4	11,385	55.4	10,736	52.9
Female	5,975	33.0	6,745	35.3	7,278	37.9	7,711	39.8	8,497	42.6	9,151	44.6	9,557	47.1
Total	18,130	100.0	19,160	100.0	19,224	100.0	19,396	100.0	19,952	100.0	20,536	100.0	20,293	100.0

* For ease in reporting all percentage totals have been rounded to 100.0%.
** Candidates for J.D., M.D., and D.D.S. degrees

SUMMARY OF CHANGES IN HEADCOUNT ENROLLMENT

Fall 1977 - Fall 1984

	Enrollment Fall 1977		Enrollment Fall 1978		Enrollment Fall 1979		Enrollment Fall 1980		Enrollment Fall 1981		Enrollment Fall 1982		Enrollment Fall 1983		Enrollment Fall 1984	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
UNDERGRADUATES																
By Race																
White	12,886	92.6	12,879	91.8	13,298	90.7	13,459	90.1	13,009	89.0	13,098	88.3	12,810	88.0	12,850	88.2
Black	862	6.2	946	6.8	1,127	7.7	1,220	8.2	1,348	9.2	1,467	9.9	1,455	10.0	1,388	9.6
Other	172	1.2	200	1.4	236	1.6	254	1.7	261	1.8	265	1.8	293	2.0	321	2.2
Total	13,920	100.0*	14,025	100.0	14,661	100.0	14,933	100.0	14,618	100.0	14,830	100.0	14,558	100.0	14,559	100.0
By Sex																
Male	6,682	48.0	6,438	45.9	6,510	44.4	6,528	43.7	6,248	42.7	6,273	42.3	6,082	41.8	5,965	41.0
Female	7,238	52.0	7,587	54.1	8,151	55.6	8,405	56.3	8,370	57.3	8,557	57.7	8,476	58.2	8,594	59.0
Total	13,920	100.0	14,025	100.0	14,661	100.0	14,933	100.0	14,618	100.0	14,830	100.0	14,558	100.0	14,559	100.0
GRADUATE STUDENT																
By Race																
White	4,283	91.9	4,240	91.2	4,367	91.4	4,646	91.4	4,844	91.7	5,038	92.0	5,062	91.8	4,962	92.3
Black	255	5.5	301	6.5	313	6.6	314	6.4	313	5.9	302	5.5	295	5.3	263	4.9
Other	120	2.6	106	2.3	97	2.0	106	2.2	128	2.4	139	2.5	160	2.9	150	2.8
Total	4,658	100.0	4,647	100.0	4,777	100.0	4,884	100.0	5,285	100.0	5,479	100.0	5,517	100.0	5,375	100.0
By Sex																
Male	2,330	50.0	2,328	50.1	2,322	48.6	2,324	47.6	2,439	46.1	2,499	45.6	2,518	45.6	2,468	45.9
Female	2,328	50.0	2,319	49.9	2,455	51.4	2,560	52.4	2,846	53.9	2,980	54.4	2,999	54.4	2,907	54.1
Total	4,658	100.0	4,647	100.0	4,777	100.0	4,884	100.0	5,285	100.0	5,479	100.0	5,517	100.0	5,375	100.0
PROFESSIONAL**																
By Race																
White	1,402	88.5	1,454	89.6	1,449	89.3	1,458	88.5	1,492	89.2	1,512	88.6	1,495	88.9	1,477	88.0
Black	152	9.6	138	8.5	141	8.7	153	9.3	148	8.9	144	8.4	133	7.9	141	8.4
Other	30	1.9	30	1.9	32	2.0	37	2.2	32	1.9	51	3.0	54	3.2	60	3.6
Total	1,584	100.0	1,622	100.0	1,622	100.0	1,648	100.0	1,672	100.0	1,707	100.0	1,682	100.0	1,678	100.0
By Sex																
Male	1,191	75.2	1,201	74.0	1,153	71.1	1,168	70.9	1,148	68.7	1,151	67.4	1,122	66.7	1,092	65.1
Female	393	24.8	421	26.0	469	28.9	480	29.1	524	31.3	556	32.6	560	33.3	586	34.9
Total	1,584	100.0	1,622	100.0	1,622	100.0	1,648	100.0	1,672	100.0	1,707	100.0	1,682	100.0	1,678	100.0
ALL STUDENTS																
By Race																
White	18,571	92.1	18,573	91.5	19,114	90.8	19,381	90.3	19,345	89.7	19,648	89.2	19,367	89.0	19,289	89.2
Black	1,269	6.3	1,385	6.8	1,581	7.5	1,687	7.9	1,809	8.4	1,913	8.7	1,883	8.7	1,792	8.3
Other	322	1.6	336	1.7	365	1.7	397	1.8	421	2.0	455	2.1	507	2.3	531	2.5
Total	20,162	100.0	20,294	100.0	21,060	100.0	21,465	100.0	21,575	100.0	22,016	100.0	21,757	100.0	21,612	100.0
By Sex																
Male	10,203	50.6	9,967	49.1	9,985	47.4	10,020	46.7	9,835	45.6	9,923	45.1	9,722	44.7	9,525	44.1
Female	9,959	49.4	10,327	50.9	11,075	52.6	11,445	53.3	11,740	54.4	12,093	54.9	12,035	55.3	12,087	55.9
Total	20,162	100.0	20,294	100.0	21,060	100.0	21,465	100.0	21,575	100.0	22,016	100.0	21,757	100.0	21,612	100.0

* For ease in reporting all percentage totals have been rounded to 100.0%.
** Candidates for J.D., M.D., and D.D.S. degrees

SOURCE: Office of University Affairs

Freshman Class - Black Only
In-State and Out-of-State Combined

	1980	1981	1982	1983	1984
Number of Final Applicants (1)	813	956 (5)	1037	1020	766
Percentage of Final Applicants with PGA (2) of 1.6 or Higher	78.1%	65.8%	71.49%	66.64%	79.50%
Number Admitted	604	675	674	633	515
Admittees as % of Final Applicants (3)	74.3%	70.6%	65.86%	62.06%	67.23%
Number Enrolled (4)	368	461	470	427	346
Enrollees as % of Admittees	60.9%	68.3%	68.96%	67.46%	65.82%
Black as % of All Freshmen	11.4%	14.3%	14.25%	13.31%	10.09%

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(1) Excludes those who withdrew, or did not complete, their applications.

(2) Predicted Grade Average

(3) The comparable percentages for whites were lower, in all five years, by approximately 10 percentage points.

(4) Includes "readmits" as follows: 1978-4, 1979-0, 1980-3, 1981-1, 1982-2, 1983-5, 1984-7.

(5) Seventeen applicants had no PGA (High School did not rank).

SOURCE: Office of the Vice Chancellor for University Affairs

APPENDIX - L

UNIVERSITY OF N.C. AT CHAPEL HILL
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THE NORTH CAROLINA COLLECTION
Form No. A-368